

NOVEMBER 2015

1. ANNUAL PERFORMANCE REVIEW

Later this month (Wednesday 11 November 2015), the PSS Leadership Team will meet with Nancy and the University's Senior Leadership Team for the PSS Annual Performance Review (APR) meeting.

This meeting is part of our annual planning and accountability cycle, which gives the senior leadership team an opportunity to review and discuss the performance of the PSS, each Faculty and the Library and Cultural Institutions over the past year and to discuss priorities for the future. We are halfway through the current round of meetings having already conducted APRs of three of our Faculties.

In the introduction to the documentation for our APR, I make it clear that whilst we have much more to do, I believe that the PSS is continuing to make substantial progress. The examples of the growth in research income, the continuing success in raising gift income, the substantial progress made on Social Responsibility and our continued success in attracting and recruiting students show what can be achieved when colleagues work together in one team.

Looking ahead, the support and leadership that the PSS provides will be even more necessary given some of the challenges the University will face over the year ahead. The precise nature of some of these challenges may become clearer later this month when the Chancellor of the Exchequer reveals the outcome of his Comprehensive Spending Review (CSR).

Against this backdrop, I expect that during the APR, we will be challenged not only to further improve our effectiveness but also demonstrate our efficiency. The pursuit of University strategy is also likely to require changes in PSS structures, for example in supporting new academic structures in the new Faculty of Biology, Medicine and Health..

I expect these matters and more will be the focus of our discussions at the APR. I will report back to you on the outcome of the meeting in our next CoreMunicate.

2. AWARD-WINNING SUCCESS

I am pleased to report that the high quality of work delivered by colleagues from across the PSS continues to win external recognition in national and international awards, not only in the HE sector but beyond:

The University website has won two awards from the International Academy of Digital Arts and Sciences (IADAS). The site won the People's Vote award in the School and Education category, beating Nickelodeon's Nick Jr educational site. The judges also awarded the website a silver medal - the top rating in its category - beating, among others, the Guardian, Imperial College and the Department for Education. With nearly 1,500 entries from more than 30 European countries, the fifth annual "Lovie Awards" – named after computer pioneer Ada Lovelace - is the leading European award honouring excellence on the Internet.

The major refurbishment and extension to the Whitworth has won a public vote for Britain's favourite new building on the BBC website, run in partnership with the RIBA Stirling Prize 2015. The Whitworth was one of just six buildings shortlisted for the Stirling Prize, the UK's most prestigious prize for new buildings. Although it didn't win the main prize, the Whitworth was chosen as the public's favourite, gaining 38% of all votes. The Whitworth, the National Graphene Institute and Manchester Cancer Research Centre are all on the shortlist of six for the Manchester Chamber of Commerce Building of the Year Award which will be announced later this month (12 November 2015). We have also been nominated as HE Client of the Year in the same awards.

3. EVENTS – FOUNDATION DAY AND VISIT OF CHINESE STATE PRESIDENT

This year's Foundation Day, the eleventh since The University of Manchester was formally established in 2004, was particularly special because we installed our new Chancellor, Lemn Sissay. We thanked our outgoing Chancellor Tom Bloxham for his fantastic contribution to the University over the last seven years and welcomed Lemn, an accomplished poet who is very well known in Manchester, as our new Chancellor.

This year, Nancy gave the Foundation Address entitled: 'The University of Manchester; the spirit of revolution' which will be included in the first issue of our new University magazine, which is due to be published later this month. We also conferred an honorary doctorate on Lemn and on Baroness Joan Bakewell, Professor Dame Athene Donald, Sir Nicholas Hytner and Dame Janet Smith. You can watch the whole event at: [Foundation Day 2015](#)

Many of you will have also seen the very extensive Media coverage of the visit of the President of China, Xi Jinping and his wife to Manchester. The first stop on his visit last month was our National Graphene Institute (NGI), where the President viewed exhibitions on the applications of graphene and other advanced materials, heard explanations from our staff and students, and received some gifts. The visit ended with a tour of the 'clean room' which is very much the heart of NGI. The whole building was surrounded by thousands of Chinese students and well wishers. You can see a short film of the event at: [Chinese President Xi Jinping visits The University of Manchester](#)

As you can imagine, both events involved meticulous planning and preparation over many months from colleagues from across the PSS and I would like to thank everybody involved for making both events so successful and memorable.

4. RECRUITING NEW STAFF

In response to feedback from staff across the University who are involved in some or all aspects of the recruitment of new staff, a range of actions have been taken with the aim of providing clarification and, where possible, simplification of what is both an important and complex area of activity for the University. The actions include:

1. Development of a Recruitment and Selection process flowchart with links to templates and guidance
2. Roles and responsibilities of those leading the recruitment process and those supporting it
3. Review of Recruitment and Selection training requirements

Further information is on Staffnet at <http://www.staffnet.manchester.ac.uk/employment/recruiting-new-staff/>

5. CHANGE YOUR IT PASSWORD

In the next few weeks, we will be asking all members of staff to ensure that their IT password has been changed. You will shortly begin to receive a series of up to three emails asking you to change your password, unless you have changed your password since 30 June 2015. If you do not change your password three days after receiving the third email, your password will be expired and you will be unable to log in.

The only way to change your University password is through the IT Account Manager. To be extra sure you are logging into the correct website, type <https://iam.manchester.ac.uk/> into your web browser's address bar. To reduce the risk of your IT account being locked after changing your password, there are some steps you may need to take before and after changing it. This is especially true if you use a laptop, smartphone or tablet to connect to University services such as Eduroam wireless, staff email or VPN. Further details on StaffNet at [Changing your password](#)

6. STATEMENT ON CHANGES TO THE REDEPLOYMENT REGISTER, TRANSFORMATIONAL CHANGE IN IT SERVICES AND CONSULTATIONS WITH THE CAMPUS TRADES UNIONS

Earlier this month (Tuesday 3 November 2015), the University issued a statement on the latest developments in relation to plans to reform the Redeployment Register, transformational change in IT Services and information about the University's consultations with the campus trades unions.

The full statement can be seen on StaffNet at <http://www.staffnet.manchester.ac.uk/news/display/?id=15417>

I would like to draw your attention to two important aspects of that statement, namely:

In relation to the 37 staff who had been on the Redeployment Register for three months or more: "We are pleased to report that all of these staff have either been offered redeployment to other roles in the University or have accepted voluntary severance, so there should be no need to move to compulsory redundancy in this instance."

In relation to the transformational change in IT Services: "Applications for the IT voluntary severance scheme closed a couple of weeks ago and we are pleased to report that, following an initial review of applications, we are hopeful that we can achieve the target reduction in existing roles through the voluntary severance route."

Will Spinks, Registrar, Secretary and Chief Operating Officer